

“No one of us is as smart as all of us.”
—Eunice Parisi-Carew and Don Carew

ARE YOU A COLLABORATIVE LEADER?

These questions are from the UNITE model, as shown in Simple Truth #19 and taken from the book *Collaboration Begins with You: Be a Silo Buster* by Ken Blanchard, Jane Ripley, and Eunice Parisi-Carew. Select Y (yes) or N (no) for each question.

Utilize Differences

- | | |
|---|-------|
| 1. Do I believe everyone has something to contribute? | Y / N |
| 2. Do I ensure everyone in my group is heard? | Y / N |
| 3. Do I actively seek different points of view? | Y / N |
| 4. Do I encourage debate about ideas? | Y / N |
| 5. Do I feel comfortable facilitating conflict? | Y / N |

Nurture Safety and Trust

- | | |
|---|-------|
| 6. Do I encourage people to speak their mind? | Y / N |
| 7. Do I consider all ideas before decisions are made? | Y / N |
| 8. Do I share knowledge freely? | Y / N |
| 9. Do I view mistakes as learning opportunities? | Y / N |
| 10. Am I clear with others about what I expect? | Y / N |

Involve Others in Crafting a Clear Purpose, Values, and Goals

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|---|-------|
| 11. Is my team committed to a shared purpose? | Y / N |
| 12. Do I know the purpose of our project and why it is important? | Y / N |
| 13. Do I hold myself and others accountable for adhering to our values? | Y / N |
| 14. Do I check decisions against our stated values? | Y / N |
| 15. Do I hold myself and others accountable for project outcomes? | Y / N |

Talk Openly

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|--|-------|
| 16. Do others consider me a good listener? | Y / N |
| 17. Do I share information about myself with my teammates? | Y / N |
| 18. Do I seek information and ask questions? | Y / N |
| 19. Do I give constructive feedback—and am I open to receiving feedback? | Y / N |
| 20. Do I encourage people to network with others? | Y / N |

Empower Yourself and Others

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|---|-------|
| 21. Do I continually work to develop my competence? | Y / N |
| 22. Do I feel empowered to give my opinions during idea sessions, even if I disagree? | Y / N |
| 23. Do I actively build and share my network with others? | Y / N |
| 24. Do I share my skills and knowledge with other departments? | Y / N |
| 25. Do I believe my work is important to the organization? | Y / N |

Now give yourself one point for every Yes answer. What is your total score?

A score of 21 to 25 is outstanding! Keep up the good work!

A score of 17 to 20 is very good. You are definitely on the right track.

A score of 14 to 16 is average. Keep working on these skills.

A score of 13 or less is poor. Pay attention—there is lots of room for improvement!